

**Changes for the State of Nebraska and NAPE/AFSCME
Labor Contract for 2013-2015
5-3-13**

The following are changes to the 2013-2015 NAPE/AFSCME and State of Nebraska Labor Contract which becomes effective July 1, 2013. Please contact AS-Employee Relations as questions arise regarding the application and interpretation of these provisions.

Article 1 – Preamble

1.1 Date changes and eliminated the last paragraph of this section.

Article 4 – Grievance Procedure

4.5 Added, “within fifteen workdays of the occurrence of the grieved action (or from the day the employee should have known about the action)” at the end of the last sentence.

Article 7 – Work Schedule

7.7.1 Added the Developmental Disabilities Safety and Habilitation Specialist title, and deleted the Developmental Specialist title.

Article 10 – Discipline or Investigatory Suspension

10.3.c Changed the DCS reference in parenthesis from M.15.1 to M.14.1.

Article 11 – Wages

11.2 On July 1, 2013, all employees in each bargaining unit shall receive a two and one-quarter percent (2.25%) salary increase to their annual full-time equivalent salary base.

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11.5 On July 1, 2013, each salary rate of all classifications in each bargaining unit pay plan will be adjusted upward by two and one-quarter percent (2.25%). (Appendix A, 2013-2015)

11.6 On July 1, 2014, each salary rate of all classifications in each bargaining unit pay plan will be adjusted upward by two and one-quarter percent (2.25%). (Appendix A, 2013-2015)

11.12 **Nurse Compensation.** Updated class titles and updated pay for 7-1-13 and 7-1-14 to coincide with the pay increases in Sections 11.2 and 11.3.

Article 13 – Insurance

13.1 Underlined language is new; stricken language has been removed:

Health Insurance: For the duration of this Contract, the monthly Employer contribution toward any group health insurance option offered by the Employer shall be the amount equal to seventy-nine percent (79%) of the total premium cost of the plan, option, and coverage chosen by the bargaining unit member.

For purposes of this section, plan and option shall mean one of the choices of levels of medical and other benefits offered by a carrier. Coverage shall mean the rate categories of single, two-party, four-party, and family, as offered under any contract entered into for medical benefits.

The following deductibles, out-of-pocket maximums, coinsurance after deductible provisions, and prescription drug card provisions take effect each July 1.

Total Benefit Maximum - Unlimited

~~\$500~~ \$800 Annual deductible per person – In Network

~~\$1000~~ \$1600 Annual deductible per family – In Network

~~\$1500~~ \$2000 Annual out-of-pocket maximum per person – In Network

~~\$3000~~ \$4000 Annual out-of-pocket maximum per family – In Network

80% coinsurance for most covered services after deductible – In Network

~~\$20~~ \$30 co-payment for doctor office visits only.

\$40 co-payment for specialty doctor office visits.

(The change in the co-payment for doctor office visits shall not change the manner in which ancillary costs are calculated.)

The plan shall include a three-tier formulary prescription drug card coverage with a:

\$10.00 co-payment per 30 day supply of generic drugs;

\$25.00 co-payment for a 30 day supply of formulary brand name drugs; and a

\$40.00 co-payment for a 30 day supply of non-formulary brand name drugs.

Mail order is available for long-term maintenance drugs for a 180 day supply with a:

\$35.00 co-payment for generic drugs;

\$100.00 co-payment for formulary brand name drugs; and a

\$150.00 co-payment for non-formulary brand name drugs.

In addition to the above, the Employer may offer different group health insurance plans. The Employer retains the discretion to arrange health insurance coverage through a health insurance exchange in accordance with the Patient Protection and Affordable Care Act.

The premium for the Regular PPO Plan shall not be increased during the period of July 1, 2013, through June 30, 2014.

Article 22 – Personnel File Information

- 22.4 Added a new sentence at the end of this section. “Copies can be provided via CD, other media storage, or as an email attachment.”

Article 24 – Term of Contract

- 24.1 Date changes.

Appendix A

New classification added, P76240, Developmental Disabilities Safety and Habilitation Specialist

7-1-13	7-1-13	7-1-14	7-1-14
Minimum	Maximum	Minimum	Maximum
<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>
\$13.785	\$19.965	\$14.096	\$20.415

Auto Diesel Mechanic and Auto Diesel Mechanic/Lead pay range changes:

The pay range for Auto Diesel Mechanic (M84624) will be adjusted upward to \$16.576 -\$22.975. The pay range for Auto Diesel Mechanic/Lead (M84625) will be adjusted upward to \$17.819 - \$24.698. Implementation of these pay range adjustments will affect only those incumbents whose pay rates fall below the new Hiring Rates, thereby requiring increases to their individual pay rate to the new Hiring Rates. This pay adjustment will take place immediately preceding the July 1, 2013 pay increase, and preceding the adjustment of pay ranges identified in Section 11.5.